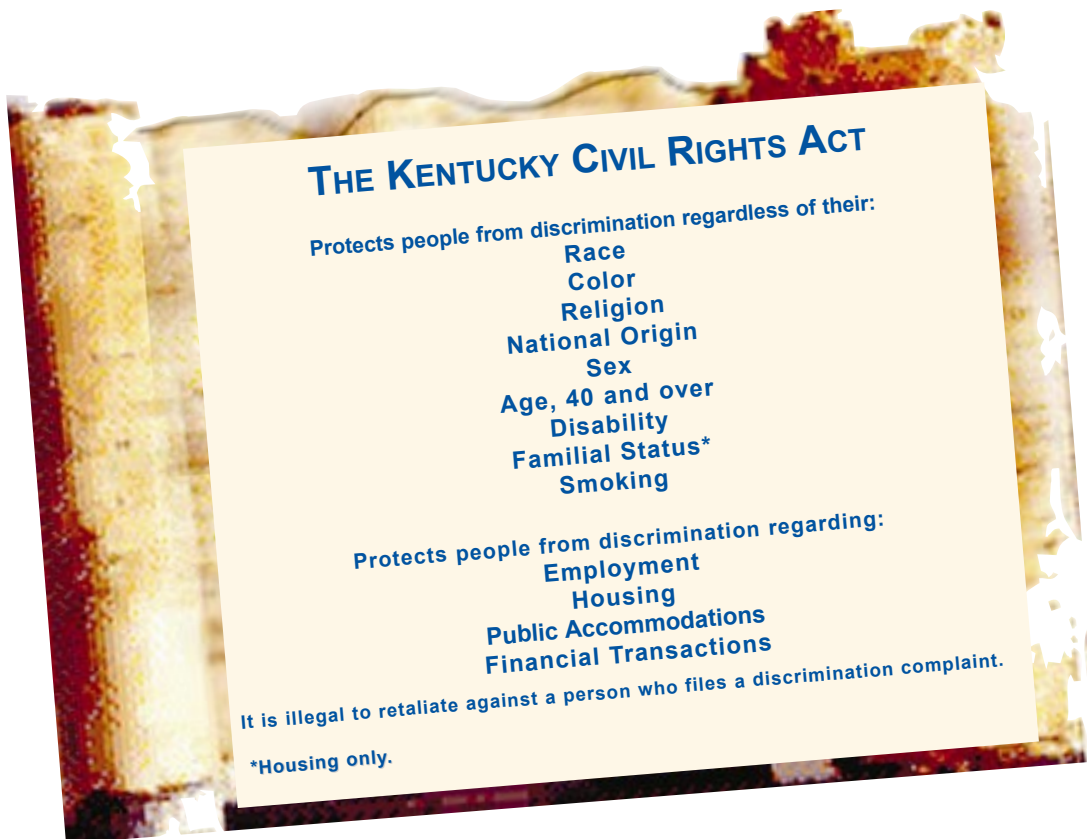




Kentucky Commission on Human Rights

**Equality Is Your Right.
Accept Nothing Less.**

Are you a victim of discrimination?



The Kentucky Civil Rights Act protects you

Employment

It is illegal for employers to discriminate based on race, color, religion, national origin, sex, disability, retaliation and age (40 and over). This applies in hiring, discharging,

work conditions, union membership and advertising.

Discrimination by employers against smokers or non-

smokers is also illegal. The law applies to employers of eight or more people (15 in a disability claim), in employment agencies, labor organizations, licensing agencies, and the Commonwealth of Kentucky and its political subdivisions, including public schools.

Housing

Discrimination is illegal in the sale, rental, or financing of housing

because of race, color, religion, national origin, sex, disability or familial status. The law covers financial institutions, real estate brokers, builders,



operators, developers, insurance agents, owners or managers of

rental units, and individual owners who place their property on the real estate market by advertising or displaying a notice.

Public Accommodations

It is illegal for public accommodations providers to refuse or deny the full and equal enjoyment of goods, facilities and accommodations based on race, color, religion, national origin, sex or disability. The law covers places that supply goods or services to the general public, such

as restaurants and retailers; places



that solicit or accept the patronage of the public; or places that are supported

directly or indirectly by government funds.

Financial Transactions

The denial of credit or financing by a



financial institution or person offering credit is illegal when based on race, color, religion, national origin, sex or disability.

Retaliation

It is illegal to coerce or retaliate against any individual who files a complaint with the Kentucky Commission on Human Rights.

We can help.

The Kentucky Commission on Human Rights is a state government agency that was created in 1960 to encourage fair treatment, foster mutual understanding and respect, and discourage discrimination against any racial or ethnic group or its members.

The Kentucky Civil Rights Act (Kentucky Revised Statute [KRS] 344) prohibits discrimination in Kentucky. This law was passed in 1966, and grants the Commission statutory authority to enforce it.

Discrimination is defined in KRS 344 as meaning any direct or indirect act or practice of exclusion, distinction, restriction, segregation, limitation, refusal, denial, or any other act or practice of differentiation or preference in

the treatment of a person or persons, or the aiding, abetting, inciting, coercing, or compelling thereof made unlawful under this law.

Our agency receives, initiates, investigates, and seeks to conciliate complaints alleging violations of the Kentucky Civil Rights Act.

We are proud of our achievements in human rights, which stretch over the last four decades.

With headquarters in Louisville and the Northern Kentucky office in Covington, our agency has opened doors of opportunity to thousands of people.

In addition to enforcement, we vigorously carry out the task of helping people in Kentucky understand the importance of civil rights and their right to equality.

Our programs include a variety of education, training and outreach.

We offer civil rights compliance training to businesses, organizations and community groups. Public awareness programs such as the Kentucky Civil Rights Hall of Fame, the Gallery of Great Black Kentuckians, and the Town Forum promote equality and diversity throughout the region.

More information can be found on the back of this publication regarding how we can help if you believe illegal discrimination has occurred.

It is our aim to eradicate discrimination in the Commonwealth.

Please contact us if we can be of any assistance.

End discrimination? Yes! Sharing knowledge is a key.



Great Black Kentuckian Carl Brashear at the state senate.



The Kentucky Civil Rights Hall of Fame 2001



The bi-lingual Human Rights Field Supervisor talks to Hispanic students about the right to fair housing.

Partnership

Local Human Rights Commissions
Civil Rights Organizations
Federal Government Agencies
Hispanic Community Organizations

Education

Fair Housing Training (English/Spanish)
Equal Employment Training
Diversity Training
Sexual Harassment Training

Outreach

Kentucky Civil Rights Hall of Fame
Gallery of Great Black Kentuckians Poster Series
Annual Dr. Martin Luther King, Jr. Legacy Celebration
Annual Town Forum
Exhibits

How the Discrimination Complaint Process Works

Filing a Complaint

A person who believes he or she has been illegally discriminated against may contact our office by phone, email, via our website or in person. This begins the complaint process. An enforcement officer takes the complaint and asks questions.

Complaints must be filed on a timely basis. Complaints in public accommodations, employment, financial transactions and retaliation must be filed within 180 days of the incident. Housing complaints must be filed within 365 days of the incident. All complaints must be signed and notarized.

Conciliation

Our agency works to conciliate the complaint. Conciliation involves negotiating between the parties that have been charged with discrimination and the person(s) who made the complaint. Conciliation talks can lead to a settlement, which can include a monetary award.

Investigation

Once the complaint is filed, we undertake a thorough and impartial investigation. We conduct interviews

and gather facts from the person making the complaint and those who have been charged with discrimination.

Findings

If after investigating the complaint, the Commission does not find evidence to support the complaint, the enforcement officer makes a *no-probable-cause recommendation*. The Commission may dismiss the complaint.

The person who filed the complaint and those who have been charged with discrimination are notified.

When the evidence is strong enough to believe that illegal discrimination has probably occurred, a finding of *probable-cause* is recommended.

Litigation and Administrative Hearing

If investigation leads to a *probable-cause* recommendation, the complaint moves to the litigation phase.

Our staff attorneys work on behalf of the complainant to conciliate, persuade or litigate in matters concerning the discrimination complaint.

In the event that no conciliation settlement can be reached, the Commission conducts a hearing. Attorneys in our office represent the person who is making the discrimination complaint and the agency at the hearing. Hearings are similar to civil trials.

The evidence and testimony are presented at the hearing. Commissioners make a final determination.

Enforcement

When the Commission determines that discrimination has occurred, the parties charged with discrimination may be ordered to cease and desist from any further discrimination and to remedy past discrimination. A remedy can include a monetary award, policy change, employment reinstatement or an accommodation in housing.

Commission final orders have the effect of those by a court of law. The Commission may ask a circuit court to enforce the order. A Commission decision may be appealed to a circuit court within 30 days of the order.



Complaint Form Instructions

See the form on the next page.

Section 1

Give your full name and address. If you do not have a telephone, give a phone number where you can be reached.

Section 2

The Kentucky Civil Rights Act covers discrimination in four areas: employment, housing, public accommodations and financial transactions. Your complaint must be based on either race, sex, age 40 or over (age can be filed only pertaining to employment), disability, religion, national origin, retaliation, color and family status (family status can only be filed pertaining to housing and for households with children age 17 and under.). Discrimination for other reasons is not within the jurisdiction of the Kentucky Commission on Human Rights.

Section 3

If in addition to your employer or landlord, another party such as a labor union or an apartment manage-

ment company was involved in the illegal discrimination against you, list this under "Names of Other Parties Involved."

Section 4

If you have filed this complaint with a local human relations commission or with other state or federal agencies, check "yes" and give the names(s).

Section 5

Print the month, day and year of the most recent incident of discrimination. In some instances the discrimination may be continuing. If so, please indicate in the space provided.

Section 6

Tell as much as you can about the discrimination you experienced and be as specific as possible.

Section 7

Sign your name in the presence of a notary and mail, bring or fax the form to the address at the top of the complaint form.



The Kentucky Civil Rights Hall of Fame sculpture was created by the Kentucky Commission on Human Rights to display information on the inductees. Made by Kentucky artist Garry Bibbs, the art piece is on permanent exhibit at Kentucky State University in Frankfort, Kentucky. Members of the Hall of Fame are honored for their leadership in fighting discrimination in Kentucky.

Contact us for more information.

Kentucky Commission on Human Rights

332 W. Broadway, Suite 700

Louisville, Kentucky 40202

502.595.4024

800.292.5566

TDD Line 502.595.4084

Kentucky Relay Service - 800.648.6056 (tty/tdd)

Fax: 502.595.4801

Email: kchr.mail@ky.gov

Website: www.state.ky.us/agencies2/kchr

Kentucky Commission on Human Rights

Northern Kentucky Field Office

636 Madison Ave., City Building, Suite 401

Covington, Ky. 41011

859.292.2935

Fax: 859.292.2938



Complaint of Discrimination

Mail to: Kentucky Commission on Human Rights
The Heyburn Building, Suite 700
332 W. Broadway
Louisville, Kentucky 40202
502.595.4024
800.292.5566
TDD Line 502.595.4084

Please print or type your answers.

1.	<p>Your Name _____ Phone _____</p> <p>Street Address _____</p> <p>City _____ State _____ Zip _____</p>
2.	<p>The discrimination was because of:</p> <p>____ Race ____ Religion ____ National Origin ____ Sex ____ Disability ____ Smoking ____ Color</p> <p>____ Age 40 and over (Employment only) ____ Familial Status (Housing only) ____ Retaliation</p> <p>The discrimination took place in:</p> <p>____ Employment ____ Housing ____ Public Accommodations ____ Financial Transaction</p>
3.	<p>Who discriminated against you? Give name and address of the employer, labor organization, employment agency, apprenticeship committee, public accommodation, real estate broker, lender or apartment manger. List all involved. Continue the list on another piece of paper if necessary.</p> <p>Name _____</p> <p>Address _____</p> <p>City _____ State _____ Zip _____</p> <p>Name of other parties involved _____</p> <p>Name, address and phone of other parties if different _____</p>
4.	<p>Have you filed a complaint with another government agency? ____yes ____no</p> <p>If yes, which one? _____</p>
5.	<p>Identify the actual date or the most recent date on which this discrimination occurred: <i>Month/Day/Year</i> _____</p> <p>Is the discrimination continuing at this time ____yes ____no</p>
6.	<p>Explain what unfair thing was done to you: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>
7.	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>_____ Signature of complainant</p> <p>Subscribed and sworn before me this _____ day of _____, _____ year</p> <p>My commission expires on _____ Signature of Notary Public _____</p>